

ENDORSEMENT LETTER

Date: 21/06/2025

Endorsement Letter for Ms Nguyen Le Ha Phuong in Team Leader Program 25.26

To whom it may concern,

I'm Hoang Quyen, currently Talent Brand Team Leader of Talent Management function in Summer phase 25.26. I am writing to highly recommend Nguyen Le Ha Phuong for the People Analytics & Partnering Manager position. As her direct leader at AIESEC, I have had the privilege of working closely with Phuong for almost 6 months, and I have consistently been impressed with her abilities, work ethic, and strategic insight into talent management.

Phuong possesses the key competencies required for the People Analytics & Partnering Manager role, particularly in the areas of analytical thinking and data storytelling. Her deep understanding of data has been invaluable in leveraging talent insights to influence critical decisions and strategic direction. One of her standout qualities is her ability to leverage talent reports through a combination of visual, descriptive, and predictive analyses. She has expertly used these approaches to translate complex data into actionable insights, helping us to not only understand current trends but also forecast future needs. Her ability to visually represent data in a clear, digestible manner has greatly enhanced our ability to communicate insights to stakeholders, fostering better decision-making at all levels.

In her current role, Phuong has displayed strong communication and consulting skills, particularly in her ability to engage with senior leaders and collaborate effectively with cross-functional teams. Her expertise in building and maintaining Talent Management dashboards and reporting tools has ensured timely and data-driven decisions, driving stakeholder satisfaction across the board. Furthermore, Phuong has demonstrated a strong aptitude for risk management, proactively identifying HR risks and proposing effective mitigation strategies. Her approach to HR analytics has been comprehensive, allowing for both reactive and proactive management of key people-related challenges.

What truly sets Phuong apart is her ability to adapt and thrive in dynamic environments. She has continually sought out innovative solutions, whether in gathering valuable data or improving our current systems to better serve the business's needs. Her forward-thinking



approach and results-driven mindset will undoubtedly be an asset in the People Analytics & Partnering Manager position.

I have full confidence in Phuong's ability to excel in this role. Her commitment to excellence, combined with her robust technical and people-oriented skills, makes her an ideal candidate for this position. I strongly endorse her application and look forward to seeing the continued impact she will make in this field.

AIESECly yours,

A handwritten signature in black ink, appearing to read "Quyen", with a long, sweeping underline.

Le Hoang Quyen

Local Committee Team Leader of Talent Brand 2025 - 2026 | AIESEC in NEU